tcp™

Time & Attendance Proposal for
Browning Public Schools

> Kyle Mellor, Account Executive

May 28, 2025

Beverly Sinclair
Browning Public Schools
129 1st Ave SE
Browning, MT 59417

RE: TCP Software proposal

Thank you for the opportunity to present our industry experience and time and attendance solution to Browning Public Schools. This proposal represents our sincere interest in being considered for the project and will highlight TCP's qualifications to provide the product and services requested.

For the past 35 years, TCP Software has dedicated itself to enhancing workforce management for public entities, aligning perfectly with Browning Public Schools's search for an automated Time & Attendance system. Our solution stands out for its adaptability and precision in tracking and processing employee time.

Currently, over 1,950 K-12 Education entities rely on us for our advanced yet user-friendly features. This trust stems from our commitment to not just meeting but exceeding the expectations of our partners with solutions crafted by a team that places a high value on meaningful impact and genuine care.

Our robust experience extends to successfully interfacing with over 400 Payroll & ERP systems, ensuring we can meet the requirements for flawless data interchange with existing systems. This compatibility is crucial for generating the comprehensive reports on employee activity needed for managerial analysis and decision-making.

At the core of our successful deployments, including what we propose for Browning Public Schools, is our implementation process. Developed from years of experience and informed by best practices, our approach is designed to ensure a tailored fit for your unique needs, facilitating a smooth and efficient transition. From the initial setup to full-scale deployment, our team guarantees dedicated support and expert guidance every step of the way.

We understand the importance of the environment that Browning Public Schools operates within, and with our experience serving over 1,950 K-12 Education entities, we are confident in our ability to meet the specific requirements and nuances of K-12 Education organizations. Moreover, our extensive experience in Government, Healthcare, Education, and Hospitality sectors among others, totaling 30,062 active customers (as of May 28, 2025), underscores our capability to deliver reliable and effective solutions across diverse industries.

We welcome any questions or requests for additional details regarding our proposal. I am available for direct contact and look forward to the opportunity to work with you.

Sincerely,

Kyle Mellor
Account Executive
(325) 223 7074 | kmellor@tcpsoftware.com

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Company Information

TCP Software Headquarters
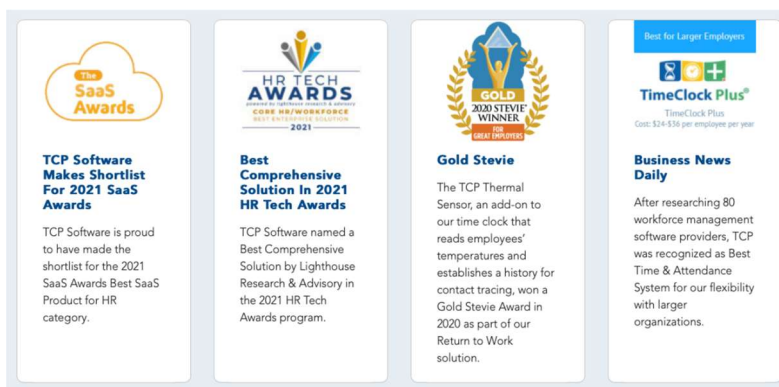1 Time Clock Drive
San Angelo, Texas 76904
325-223-9500

For over three decades, TCP Software has been at the forefront of workforce management solutions, consistently driving growth and innovation in every aspect of time and attendance. With a proven track record spanning back to 1988, TCP possesses an unparalleled ability to fulfill your time collection & scheduling needs.

Central to our success is our commitment to a consumer-oriented approach. By actively listening to and incorporating client feedback into our product development processes, TCP ensures that our solutions remain relevant, cutting-edge, and among the most sought-after in the market. This dedication has earned us the trust and loyalty of thousands of customers worldwide.

At the core of our offerings lies automated employee timekeeping software, a cornerstone that has propelled TCP to achieve remarkable growth, expanding by over 3,600% in the past decade alone. Our achievements speak volumes:

- **Finalist in the Constellation SuperNova Awards for Human Capital Management in 2021.**
- **Recognition as the Best Comprehensive Solution by Lighthouse Research & Advisory at the HR Tech Awards in 2021.**
- **Platinum Distinction in 2023 Modern Library Awards from LibraryWorks.**
- **2024 SIIA CODiE Award Finalist for Best Compliance Solution & Best Administrative Solution.**
- **Bronze Stevie Award Winner in 2022 American Business Awards.**
- **Honored as "Business of the Year" by the Texas Association of Business and Chambers of Commerce.**

Driven by our mission to empower individuals to work more effectively, TCP Software continues to build upon our rich legacy, innovating and delivering solutions that enable organizations to streamline workforce management, reduce HR operating costs, and enhance employee satisfaction.

The SaaS Awards

TCP Software Makes Shortlist For 2021 SaaS Awards

TCP Software is proud to have made the shortlist for the 2021 SaaS Awards Best SaaS Product for HR category.

HR TECH AWARDS — CORE HR/WORKFORCE BEST ENTERPRISE SOLUTION 2021

Best Comprehensive Solution In 2021 HR Tech Awards

TCP Software named a Best Comprehensive Solution by Lighthouse Research & Advisory in the 2021 HR Tech Awards program.

GOLD 2020 STEVIE WINNER FOR GREAT EMPLOYERS

Gold Stevie

The TCP Thermal Sensor, an add-on to our time clock that reads employees' temperatures and establishes a history for contact tracing, won a Gold Stevie Award in 2020 as part of our Return to Work solution.

Best for Larger Employers

TimeClock Plus®
TimeClock Plus
Cost: $24-$36 per employee per year

Business News Daily

After researching 80 workforce management software providers, TCP was recognized as Best Time & Attendance System for our flexibility with larger organizations.

Implementation Overview

The TCP Professional Services team brings deep consulting, industry, technological, compliance, and solution design experience to each customer engagement. We leverage our experience across thousands of implementations to deliver transformative business outcomes and tame the chaos of time and attendance.

We strive to be each customer's trusted advisor by supporting organizational needs for coordination, integration, and communication.

TCP implementation process

INITIATION PHASE
The Initiation Phase is used to develop the service strategy for the project.

- Finalize purchase
- Gather project materials
- Assign resources
- Project kickoff

DISCOVERY PHASE
We will work with your project stakeholders to define the service strategy and generate baseline service design.

- Business process analysis
- Needs assessment
- Build requirement

PLANNING PHASE
Collaboratively develop and approve a timeline, confirm deliverables, construct a work breakdown structure, and assign project tasks.

- Project plan
- Communication plan
- Testing strategy
- Training strategy

DELIVERY PHASE
Focuses on service transition by completing the activities outlined in the project plan and verifying that the deliverables meet the business rules and needs.

- Configuration
- Training
- Pilot test
- Go live

TRANSITION PHASE
Focuses on service operations by finalizing all agreements and providing a seamless transition to dedicated operational support teams.

- Project close
- Project feedback
- Ongoing support

MEET YOUR ENTERPRISE SERVICES SPECIALIST (ESS)

Jake Young, Enterprise Services Specialist for TCP Software

As your ESS, Jake partners closely with your account executive to facilitate a comprehensive implementation and services plan matching your needs and requirements. With over seven years of experience at TCP, Jake brings a wealth of expertise in enterprise implementations, integrations, and configurations and has successfully supported customers with over 29,000 employees.

TCP Software Support

The TCP Software Support team stands as a beacon of excellence, offering a fusion of consulting prowess, industry insight, technological finesse, compliance acumen, and solution design mastery in every client interaction. With a rich tapestry of experience drawn from countless implementations, our mission is to catalyze profound business transformations while simplifying the complexities of time and attendance management.

Our aspiration is to ascend to the role of trusted advisor for each of our clients, addressing their unique organizational needs for coordination, integration, and communication within their TCP software ecosystem.

Here's a glimpse into the stellar performance of our world-class support department in 2024:

- **Support Cases: Exceeding 128,000**
- **Customer Satisfaction Rating (CSAT): 97%**
- **Net Promoter Score: 72+**
- **Same Day Resolution: 78%**
- **Response Time (Phone & Chat): A lightning-fast average of less than 60 seconds**

These statistics underscore our unwavering commitment to providing unparalleled support and service excellence to our valued clients.

Pricing

TCP Software is pleased to present Browning Public Schools with the following proposal:

Ongoing Annual Investment

TimeClock: Enterprise Employee License (400 Users)	$18,000.00
Hardware Support & Maintenance	$6,743.52

Initial One-Time Investment

RDT + Univ RFID (14)	$30,439.50
Battery Backup (14)	$3,024.00
Power over Ethernet (PoE) 802.3af (14)	$4,000.50
Shipping & Handling	$ 284.82
Implementation Services (84 Hours)	$17,640.00

Total Initial Investment

Total Initial Investment	**$80,132.34**

Special Terms

- Includes: Implementation, Training, Support & Maintenance
- Contract Length: 60 Months | OMNIA/NCPA Contract Number: 14-10

Return on Investment Savings Calculator

Browning Public Schools

Return on Investment	
Estimated Payback Period (in months)	4.3
Estimated Return Ratio - After 1 Year	5.7x
Estimated Return Ratio - After 5 Years	15.6x
Estimated Savings Over 5 Years	**$2,789,995**

Investment in TCP Software	
Initial Investment in TCP Time & Attendance	$80,132
Annual Recurring Fees	$24,744
Initial Investment in TCP Scheduling	$ 0
Annual Recurring Fees	$ 0

Total Investment	
Initial Investment in TCP Software	$80,132
Annual Recurring Fees	$24,744

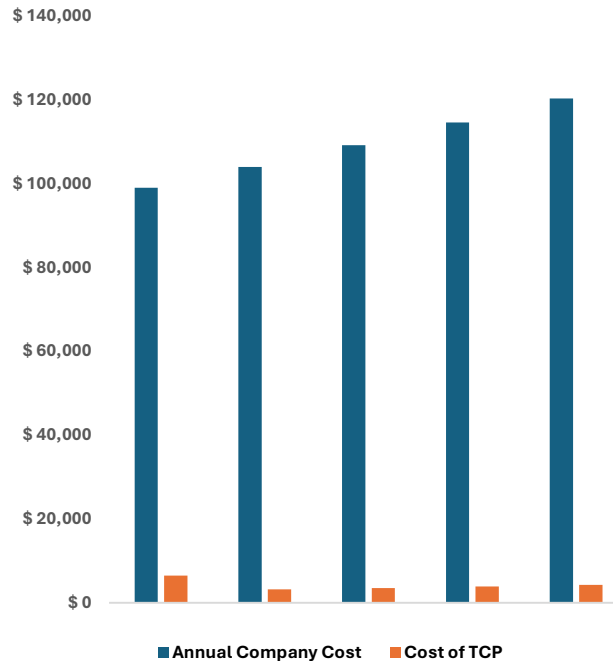| Annual Cost	
Time & Attendance	
Annual Cost of Calculating Payroll	$43,618
Annual Cost of Payroll Errors	$430,506
Annual Cost of Hours Lost/Time Theft	$242,320
Employee Scheduling	
Annual Unplanned Overtime Cost	$ 0
Annual Scheduling Task Cost	$ 0
Annual Turnover Cost	$ 0
Total Annual Company Cost	**$716,443**
Total Annual Savings with TCP Software	**$537,332**

How much does manual tracking and employee scheduling cost your organization?
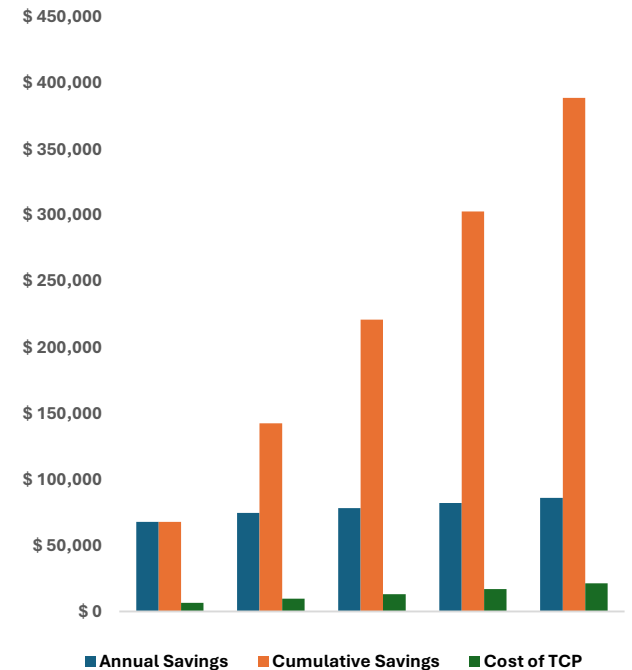
Annual Investment

Here's how much TCP costs your organization each year, compared to the cost of your current processes.

Annual Cash Out Flow			
	Status Quo	TCP Cost	Savings
Year 1	$716,443	$80,132	$457,200
Year 2	$752,265	$24,744	$539,456
Year 3	$789,879	$24,744	$567,666
Year 4	$829,373	$24,744	$597,286
Year 5	$870,841	$24,744	$628,387

More than you think. TCP puts those costs back in your budget and pays for itself many times over. Here's a detailed breakdown showing how much less TCP costs than your current processes.

Cost Savings: Annual & Over Time

Here's how much switching to TCP saves your organization, year by year and cumulatively over time—even after accounting for investment costs in TCP.

Cumulative Cash Out Flow			
	Status Quo	TCP Cost	Savings
Year 1	$716,443	$80,132	$457,200
Year 2	$1,468,709	$104,876	$996,656
Year 3	$2,258,588	$129,619	$1,564,321
Year 4	$3,087,960	$154,363	$2,161,607
Year 5	$3,958,802	$179,106	$2,789,995